

# RMA

## 2026 Salary Guide

### Accounting & Finance Greater Los Angeles Market



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# Nearly five decades of placing the right people in the right roles

Ryan Miller & Associates has specialized in Accounting, Finance, and Financial Services recruitment since 1977. We've seen every market cycle — and we know how to find exceptional talent in all of them.

- We go beyond the resume. Technical skills get candidates in the door. We look for the ones who can solve problems, drive decisions, and grow with your organization.
- We use data, not gut feel. AI-enabled candidate evaluation and market benchmarking mean every search is grounded in evidence — not intuition.
- We work as partners, not vendors. We take the time to understand your business, your culture, and where you're headed — so the hire fits today and holds up tomorrow.

We don't just fill roles — we help you find the people who move your business forward.



# Hiring Trends

## **The market right now — finance & accounting hiring is still challenging.**

Economic uncertainty and the potential impact of AI on business processes has made employers more cautious and selective. Yet finding good candidates is as difficult as ever. Nearly 75% of CPA's are estimated to retire in the next decade yet the pipeline of replacements has been shrinking. The number of accounting graduates has declined 20% since 2010 and CPA test takers just reached a 17-year low. While AI offers the possibilities of alleviating tedious recording and reporting duties, it also creates new professional challenges.

### **Market observations:**

- 1. Top candidates know their worth.** Especially those who blend accounting with data, systems, and automation skills.
- 2. AI is raising the bar.** People who think critically, apply judgement and communicate well are in demand more than ever. AI is turning task execution and even technical know-how into a commodity rather than a differentiator.
- 3. Specialized backgrounds command attention.** Niche experience — private equity, fund reporting, deep industry knowledge — creates real leverage.
- 4. Slow hiring is losing candidates.** Lengthy processes push strong candidates toward faster-moving companies.

# Finance Leadership

Role	Base Salary Range	Typical Bonus
Chief Financial Officer	\$210K – \$400K	25–60%
Chief Accounting Officer	\$200K – \$300K	20–40%
VP Finance	\$180K – \$300K	20–40%
VP of FP&A	\$200K – \$280K	15–20%
Finance Director	\$150K – \$220K	15–25%

# Accounting Leadership

Role	Base Salary Range	Typical Bonus
Corporate Controller	\$140K – \$220K	15–40%
Assistant Controller	\$120K – \$160K	10–25%
Plant Controller	\$145K – \$180K	10–25%
Director of Accounting	\$160K – \$180K	10–25%
Accounting Manager	\$110K – \$155K	10–20%
Technical Accounting Manager	\$120K – \$170K	10–25%

# Accounting Professionals

Role	Base Salary Range
Senior Accountant	\$85K – \$110K
Staff Accountant	\$70K – \$95K
Junior Accountant	\$60K – \$75K
Revenue Accountant	\$85K – \$115K
SEC Reporting Senior	\$100K – \$140K

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# Finance & FP&A

Role	Base Salary Range
Director FP&A	\$165K – \$220K
Finance Manager	\$120K – \$160K
Senior Financial Analyst	\$95K – \$130K
Financial Analyst	\$75K – \$105K

# Tax

Role	Base Salary Range
VP Tax	\$250K–\$400K
Tax Director	\$180 – \$250K
Tax Manager	\$145 – \$170K
Tax Senior	\$110K – \$140K
Tax Accountant	\$85K – \$110K

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# Audit & Risk

Role	Base Salary Range
Internal Audit Director	\$170K – \$220K
Internal Audit Manager	\$130K – \$165K
Senior Internal Auditor	\$95K – \$125K
Internal Auditor	\$80K – \$105K

# Operational Accounting

Role	Base Salary Range
AP Manager	\$90K – \$120K
AR Manager	\$90K – \$120K
Payroll Manager	\$95K – \$130K
Accounting Operations Manager	\$100K – \$140K

# A note on our data

Compensation data and hiring insights are drawn from our extensive database of accounting professionals, active placements, client hiring benchmarks, and ongoing market research. Figures reflect current conditions in accounting and finance and are updated regularly to ensure relevance.

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**Whether you're hiring or exploring what's next — let's talk.**

The market is moving. If you have an open role to fill or you're quietly keeping your options open, I'd love to connect and share what I'm seeing firsthand.

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